



**Burlington County Board of Social Services**

**Resolution No. 2026-11**

**Approving and Authorizing Memorandums of Agreement Between the BURLINGTON COUNTY BOARD OF SOCIAL SERVICES and the Communications Workers of America, Local 1036 (CWA) and Office & Professional Employees International Union Local 153, AFL-CIO (OPEIU) for Contract Reopener Regarding Recruitment and Retention Issues for Union Represented BCBCC Employees And Authorizing Certain Salary Increases for Employees Not Represented by Unions As Inducements to Voluntary Enrollment in the HD4200 Health Insurance Plan**

**WHEREAS**, the Burlington County Board of Social Services (BCBSS) and Communications Workers of America Local 1036 CWA and the Office & Professional Employees International Union Local 153, AFL-CIO (OPEIU) (OPEIU) are parties to a Collective Negotiations Agreements (“CNAs”) setting forth terms and conditions of employment for employees employed in various titles at the BCBSS; and

**WHEREAS**, the current CNAs have a term of January 1, 2022 through December 31, 2026; and

**WHEREAS**, the parties mutually desire and agree to open the current CNAs to negotiate specific amendments to address recruitment and retention problems at the Agency; and

**WHEREAS**, the BCBSS will provide medical and prescription insurance benefits through the NJ SHBP in 2026, which affords multiple plan options with different premium rates; and

**WHEREAS**, SHBP premium rates are rising in 2026 between 37% and 55%, causing equal increases in employee contributions and BCBSS costs, which causes hardship for employees and strain on BCBSS and County budgets; and

**WHEREAS**, the BCBSS, CWA and OPEIU find it good policy to offer plan choice to employees, to incentivize lower cost options, and to share savings where it is achieved through plan choice; and

**WHEREAS**, the BCBSS, CWA and OPEIU desire to memorialize their negotiated agreements into Memorandums of Agreement which amend the CNAs currently in force; and

**WHEREAS**, the Board believes that employees not represented by unions should be offered the same plan choice and incentives as union represented employees;

**NOW THEREFORE BE IT RESOLVED**, that the attached Memorandums of Agreements modifying the terms of the respective Collective Negotiation Agreements by and between the Board, the Communications Workers of America, Local 1036 and the Office & Professional Employees International Union Local 153, AFL-CIO are hereby approved as follows:

1. Employees in the CWA and OPEIU bargaining units who voluntarily enrolled in the HD4200 Health Insurance Plan will receive a \$4,000.00 increase to base salary effective March 1, 2026.
2. The contractual across the board increases effective January 1, 2026 shall be applied per the negotiated terms.
3. For calendar year 2026, employee contributions for health insurance shall continue to be based on the Chapter 78 rates and annual salary; and be it

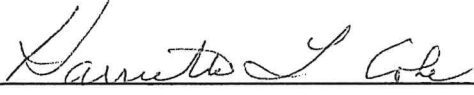
**FURTHER RESOLVED**, that the Acting Deputy Director of the Board is hereby authorized to execute, attest, seal, ratify and deliver the attached Memorandums of Agreement on behalf of the Burlington County Board of Social Services; and be it

**FURTHER RESOLVED**, that the Acting Deputy Director, Human Resources and the Fiscal Officer are authorized and directed to take all action necessary to effectuate the above described changes to the respective Collective Negotiations Agreements as designated in the attached Memorandums of Agreement upon execution and delivery of the same by the Communications Workers of America, Local 1036 and the Office & Professional Employees International Union Local 153, AFL-CIO; and be it

**FURTHER RESOLVED**, that the following terms and incentives also be applicable to BCBSS employees not represented by unions:

1. Employees not represented by a union who voluntarily enrolled in the HD4200 Health Insurance Plan will receive a \$4,000.00 increase to base salary effective March 1, 2026.
2. Across the board increases effective January 1, 2026 shall be applied.
3. For calendar year 2026, employee contributions for health insurance shall continue to be based on the Chapter 78 rates and annual salary; and be it

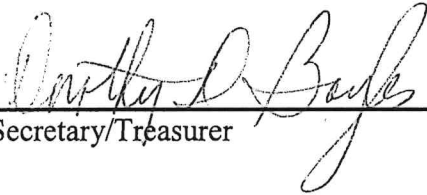
**FURTHER RESOLVED**, that the Acting Deputy Director, Human Resources and the Fiscal Officer are authorized and directed to take all action necessary to effectuate the above-described terms and incentives for employees not represented by unions.



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Chairperson

I hereby certify that the above Resolution was adopted by the Burlington County Board of Social Services assembled in regular session on February 19, 2026.



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Secretary/Treasurer

**MEMORANDUM OF AGREEMENT  
BETWEEN  
BURLINGTON COUNTY BOARD OF SOCIAL SERVICES  
AND  
COMMUNICATIONS WORKERS OF AMERICA LOCAL 1036  
CONTRACT REOPENER  
REGARDING RECRUITMENT AND RETENTION ISSUES**

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WHEREAS, the Burlington County Board of Social Services (BCBSS) and Communications Workers of America Local 1036 (CWA) are parties to a collective negotiations agreement setting forth terms and conditions of employment for nonsupervisory employees employed in various titles at the BCBSS; and

WHEREAS, the current collective negotiations agreement has a term of January 1, 2022 through December 31, 2026; and

WHEREAS, the parties mutually desire and agree to open the current CNA to negotiate specific amendments to address recruitment and retention problems at the agency; and

WHEREAS, the BCBSS will provide medical and prescription insurance benefits through the NJ SHBP in 2026, which affords multiple plan options with different premium rates; and

WHEREAS, SHBP premium rates are rising in 2026 between 37% and 55%, causing equal increases in employee contributions and BCBSS costs, which causes hardship for employees and strain on BCBSS and County budgets; and

WHEREAS, the parties find it good policy to offer plan choice to employees, to incentivize lower cost options, and to share savings where it is achieved through plan choice; and

WHEREAS, the parties memorialize their negotiated agreements into this Memorandum of Agreement, which amend collective negotiations agreements currently in force; and

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

**A. Salary Adjustments**

1. Employees in the CWA bargaining unit who voluntarily enroll in the HD4000 health insurance plan will receive a \$4,000.00 increase to base salary effective January 1, 2026.
2. The contractual across the board increases effective January 1, 2026 shall be applied per the negotiated terms.

3. For calendar year 2026, employee contributions for health insurance shall continue to be based on the Chapter 78 rates and annual salary.

**BURLINGTON COUNTY BOARD OF SOCIAL SERVICES**

*Lila M Myers*

Lila Myers, Acting Deputy Director

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**COMMUNICATIONS WORKERS OF AMERICA LOCAL 1036**

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**MEMORANDUM OF AGREEMENT  
BETWEEN  
BURLINGTON COUNTY BOARD OF SOCIAL SERVICES  
AND  
OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 153,  
AFL - CIO  
CONTRACT REOPENER  
REGARDING RECRUITMENT AND RETENTION ISSUES**

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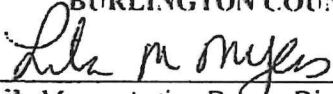
NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

**A. Salary Adjustments**

1. Employees in the OPEIU bargaining unit who voluntarily enroll in the HD4000 health insurance plan will receive a \$4,000.00 increase to base salary effective January 1, 2026.
2. The contractual across the board increases effective January 1, 2026 shall be applied per the negotiated terms.

3. For calendar year 2026, employee contributions for health insurance shall continue to be based on the Chapter 78 rates and annual salary.

**BURLINGTON COUNTY BOARD OF SOCIAL SERVICES**

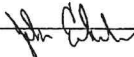
  
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Lila Myers, Acting Deputy Director

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**OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 153.  
AFL - CIO**

  
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